

Impact Report 2023

TECHNICONCONSULT FIRENZE SRL SOCIETÀ BENEFIT
COMPANY PART OF TECHNICONCONSULT GROUP



techniconconsult
INTEGRATED ENGINEERING DESIGN



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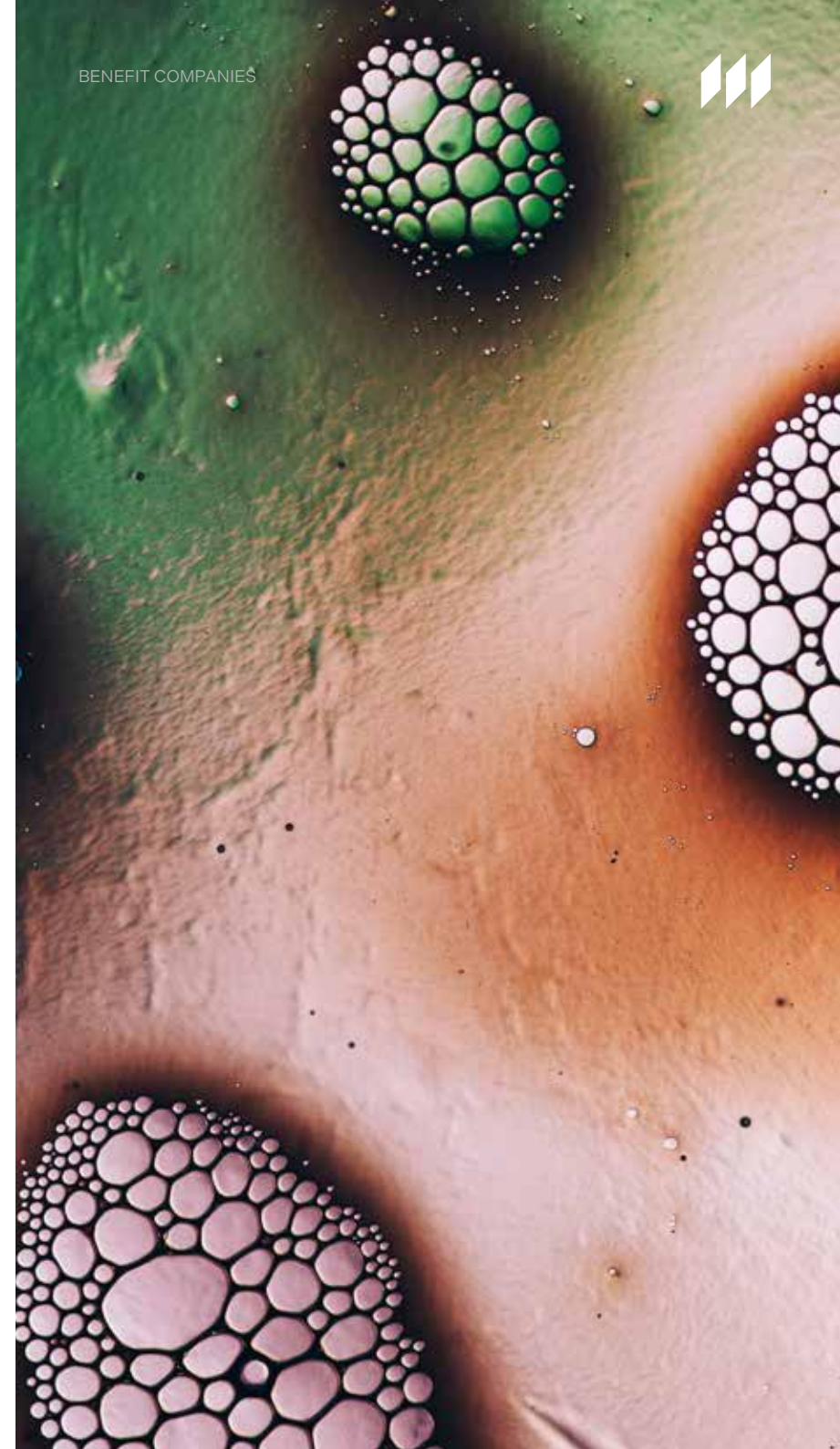
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The original language release (italian) is the official and authorized version of the release. This translation is only a means of assistance and should be compared with the original language text, which is the only version of the text that will be legally valid.





Letter from members to stakeholders

Techniconsult Firenze Srl amended its corporate statute in December 2022, thus becoming a Benefit Company. The transformation into a Benefit Company was intended to represent a formal, public and transparent step to further demonstrate the company's total adherence to the principles of sustainability. In Techniconsult, even before the transition to Benefit Corporation, aspects such as division of profits, employee welfare, as well as attention to the environment were already applied.

"We understood that we were already on the right path: that of Sustainability." From this perspective, the need arose to address the market with the right approach, actively responding to the aspects of Sustainability, promoting a way of working oriented towards the well-being of workers and the protection of the environment and in line with the principles of our operating customers. in the 'Life Science' field. Techniconsult Firenze Srl Benefit Company is currently experiencing a period of change and strong growth, not only on an economic and staff level, but also due to the size of the projects managed, concerning important works mainly in the pharmaceutical sector. The goal is to consolidate our presence in the Life Science sector at a global level nationally and to promote our growth in the international pharmaceutical

scenario in the medium term.

With the transition to Benefit Corporation, our corporate vision and mission has not changed but has been strengthened even more **concept of attention to worker well-being and customer satisfaction**, formally defining common benefits at an Environmental, Governance and Social level.

In the **May 2023** we have published the first document of **Impact Report**, defining and sharing ours **COMMON OBJECTIVE PURPOSE** for 2023. The list of activities in which the company committed to intervene concerned the areas of **GOVERNANCE, ENVIRONMENT, WORKERS and CUSTOMERS**.

During 2023 we worked to achieve good results, creating and promoting a dynamic working environment where people can develop skills and grow professionally, where every worker actively participates in changing society and brings added value.

On an environmental level, the establishment of a **Sustainability department** it allowed us to conceive, plan and implement sustainable objectives and strategies not only internally for the company but also oriented towards our customers, through the study of energy efficiency solutions

and consultancy on environmental aspects.

In 2024 the issue of achieving the **B Corp certification**, with the finalization of the BIA and the sending of the questionnaire with a view to receiving the audit for accreditation, in case of

positive outcome. In the coming years the market will be increasingly focused on ESG issues and our challenge is to accommodate the change and be ready. A future in which the corporate modus operandi does not include integration with Sustainability is unthinkable.



Pier Angelo Galligani e Rosario Lo Presti



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Who we are

Techniconsult Firenze Srl Società Benefit, è un'eccellenza italiana dal 1987 e offre servizi di ingegneria, Commissioning & Qualification e General Contracting con una forte specializzazione nel settore delle Life Science. Fin dall'inizio Techniconsult si distingue nel mercato per la capacità di raggiungere gli elevati standard qualitativi richiesti dalle aziende del settore farmaceutico adottando un metodo integrato nello sviluppo della progettazione, utilizzando anche soluzioni innovative, come BIM, CFD, Simulazione di Processo, Realtà Virtuale e Realtà Aumentata, sempre più determinanti nell'ambito di progetti complessi.

Techniconsult Srl Società Benefit assieme a Tecma Srl Società Benefit e AQE Srl fa parte del Gruppo Techniconsult che offre servizi integrati in ambito farmaceutico. Volontà del Gruppo è continuare a svilupparsi per competenze, internamente, attraverso la crescita del gruppo, lo sviluppo di nuove unità di business e la creazione di nuove aziende, ed esternamente, tramite la definizione di accordi commerciali strategici con altre realtà complementari del settore, accumulate dall'obiettivo di creare una rete di imprese coordinate capaci di coprire tutte le fasi del ciclo vita di un impianto nel settore Life Science.

Our history

Techniconsult Firenze Srl Benefit Company is a constantly growing, flexible, agile company where people are at the center and represent the strong point. The Group is determined to continue to broaden its range of expertise, internally by growing its group, developing new business units, creating new companies and externally by entering into strategic commercial agreements with other complementary organisations, which share the objective of build a network of coordinated actors that covers the entire life cycle in an industrial plant dedicated to Life Sciences, and beyond.

We became a Benefit Company on 19 December 2022 and "we did it not because it was fashionable but because we realized that our ways of doing things and our actions were and will always be in line with the principles of Benefit Companies".

Declares one of the founding members, Rosario Lo Presti.

1987

He is born **Ingegneri Associati** dedicated to engineering plant engineering.



1993

It is founded **Techniconsult Florence Srl** engineering company specializing in the Life Sciences industry.



2016

He is born **Tecma Srl** 100% controlled by Techniconsult Firenze Srl. Dedicated reality to construction and maintenance.



2022

Last born of the group, **AQE Srl** "Automation Quality Engineering", 50% controlled by Tecma Srl.



2023

A **single group** which responds to the needs of its partners at 360°.



Today

We are proud of what we have become **Benefit companies**, sharing this way of acting and these principles.



Even today the company is led by the founding members who have chosen to pass down the quality and passion to their children



Our Values

The aspect that differentiates us on the market is our soul, our values; we are a living organism that adapts to the customer's needs at all times and believes in growth through skills. We share the following values:

- Ethics
- Inclusion
- Diversity
- Sustainability
- Professionalism
- Innovation
- Respect
- Passion
- Flexibility

Values that are transformed into quality and the pursuit of excellence, pursuing with rigor, but at the same time with great flexibility, the development of a tailor-made service to our Customers.

The founding members of TC have always believed in the social role of the TC Group, placing People and the Planet at the center of their work, in addition to Profit, starting from our territory.

Our vision

“Side by side, we lay the foundations to improve the quality of life.”

Our main objective is to provide continuous support to the customer and become a trusted partner throughout the entire life cycle of a project: from initial consultancy, to design, to procurement assistance, to construction site management, to construction of the works , to Start-up, Commissioning and Qualification activities and plant maintenance.

“Quality, continuous innovation and complete integration in the services provided to the customer constitute our winning mix”

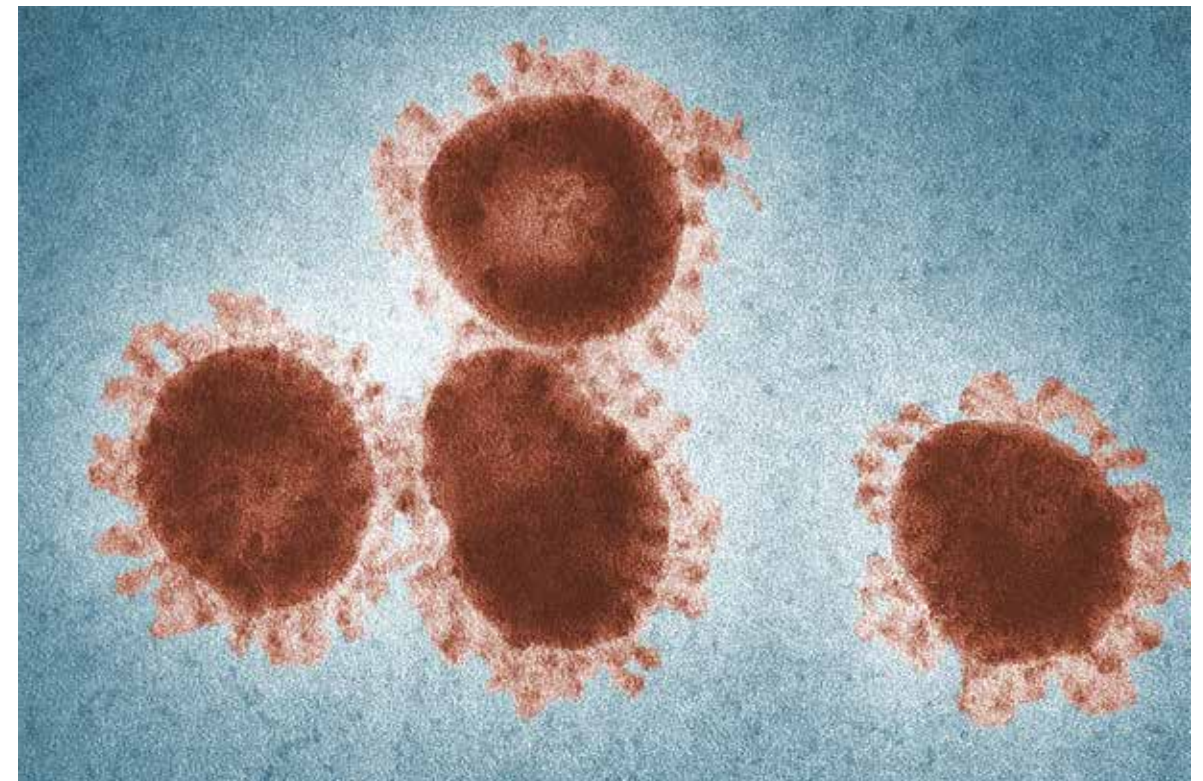
**Pier Angelo Galligani,
founding partner.**

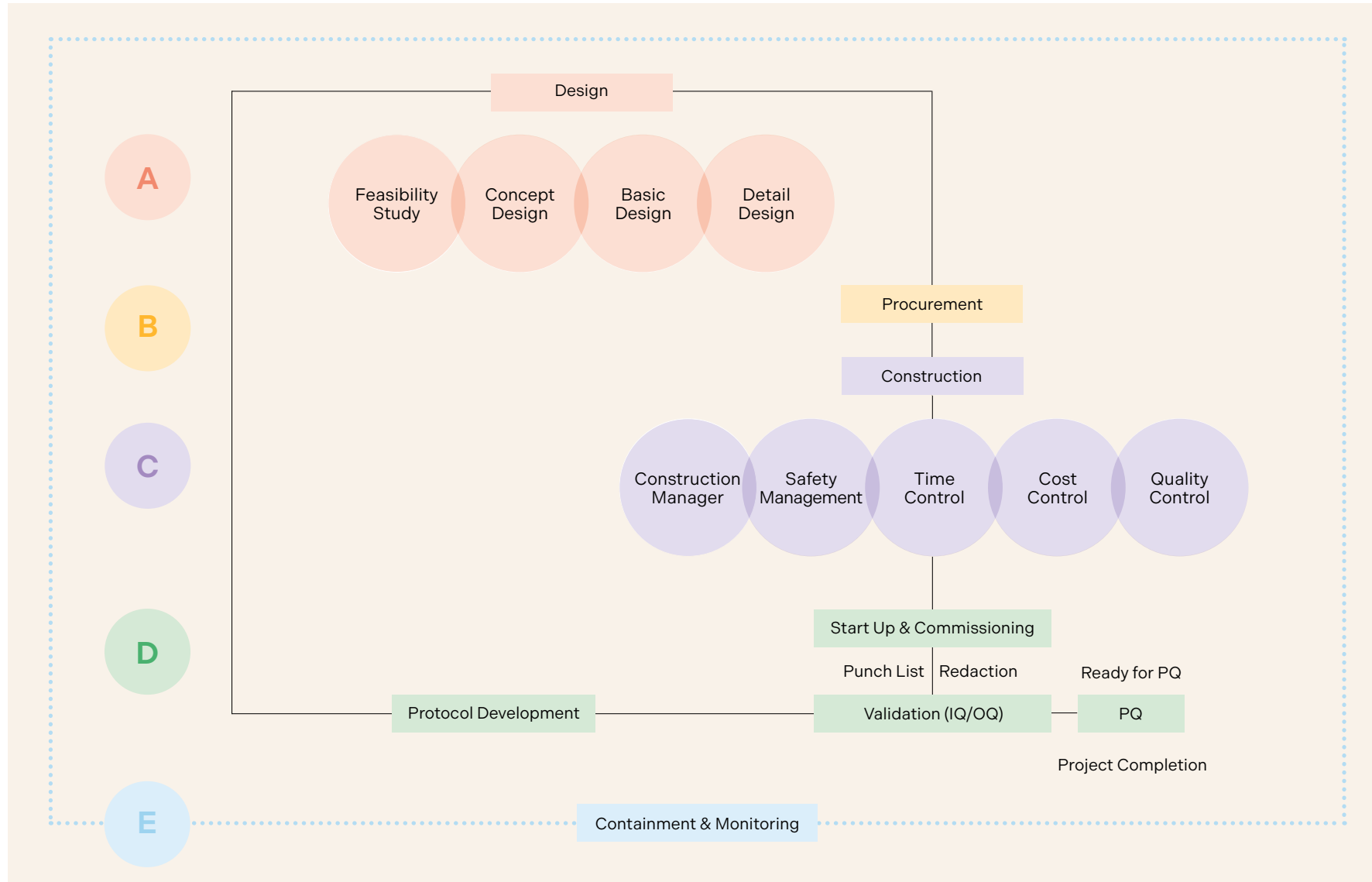
Our mission

The experience in the pharmaceutical sector has brought Techniconsult an important added value: respecting rigid and high safety standards for the definition of the plant layout, the identification of material and personnel

flows, the verification of compliance with European cGMPs and FDA requirements.

The passion we put into what we do is the fundamental aspect that contributes to consolidating relationships of mutual trust with our Customers, creating real long-term partnerships.





Our business model

Techniconsult is one of the three companies that make up Techniconsult Group specialized in life sciences. The Group’s Value Proposition has as its core the concept of “Partnership” with the customer.

The Group, with a team of department managers with decades of experience in the pharmaceutical sector, offers its partners highlevel and specialized consultancy right from the first project steps. Thanks to its strong knowhow, highly qualified staff as well as its personalized service offering, the Group has managed to obtain an important position in the pharmaceutical engineering market. The company has an important national territorial coverage with offices in various regions of Italy which allows it to be able to serve new customers. The service offering is based on integrated services, with a continuous expansion of the catalog of opportunities.

The Group’s corporate Value Chain is characterized by activities and services offered in the engineering field, starting from the design phase, construction of the systems and validation and maintenance activities.



OUR BUSINESS MODEL

The previous image schematizes the engineering activities carried out by Techniconsult in the life cycle of a life science project. The main phases are summarized below.

- A) The Process Engineering Department gives initial support to our Partners in defining the technology and process systems relating to primary and secondary pharmaceutical plants, including API Bulk and Biotech. In this phase there is an integrated design between the different work categories: Process Equipment, structural works, civil works, pharmaceutical finishes, HVAC systems, Black Utilities, Electrical & special systems and automation systems.
- B) The next phase is the Design phase which develops various steps both for greenfields and for the revamping of existing facilities: Concept Design, Basic Design, Detail design; at the end of this last step or in any case in the launch of tenders, Techniconsult can support the Customer in defining the vendor list, issuing requests for offers, analysis and technical/economic alignment of the offers received, sharing the choice of suppliers and verification of procurement contracts.

- C) In the Permitting Activity, in addition to the preparation of the documentation necessary for permitting during the design phases, Techniconsult is able to follow the presentation activities of the various authorization requests to the bodies.
- D) In the Construction phase, flexible but orderly management is guaranteed for the correct achievement of the objectives with a construction management team dedicated to managing the project to guarantee a high standard of quality by achieving the objectives set in terms of time and costs.

Project management, planning, monitoring and control activities ensure that:

- There is an organization and coordination of the Team
- The Client's information, comments and requests are understood by the Team and correctly applied in the execution of the Project
- The resources and their skills are adequate for the correct execution of the project as planned
- The Client is informed of any event that may lead to a delay in the completion of the project and establish a corrective action plan.

Furthermore, the Project Manager:

- Will proactively identify and mitigate project risks
- Will coordinate the work team to achieve the objectives, involving discipline specialists when required, in order to provide support, answers and clarifications on the project and manage follow-up during its development, when necessary
- Will manage and coordinate value engineering sessions during project development

The Project Manager will be continuously aligned with the Client's Project Manager, in order to have complete and integrated control of the project. In addition to Project Management activities, throughout the construction phase, the Construction Management team will coordinate and supervise the activities in the field, ensuring the adherence of themselves to the contractual clauses, drawings, specifications and timing of the project.

The company has a single integrated team at its disposal which, based on the complexities of the project, may be composed of:

- Site Manager to direct and coordinate construction operations within the Construction Site and coordinate the completion of construction and testing activities with the start-up group until the

final Handover.

- Field Discipline Supervisor: to coordinate and manage site activities performed by Contractors related to his specialty.
 - Team of specialists: to provide the technical support and follow-up necessary to allow Contractors to correctly develop the details of the activities to be performed.
 - Document Controller/CDE Manager: for the preparation of the document procedure, assistance in the creation of books and As-Builts in charge of the Contractors with subsequent formal delivery to the Client. The activities can be managed via a document sharing and approval platform.
- E) In the Start up and commissioning phase there is a synergistic vision approach shared engineering with subsidiary Tecma Srl Società Benefit, full integration of skills and processes and use of innovative technologies capable of managing all information, workflows and resources relating to the plant. An integration that guarantees greater efficiency to the entire process, an increase in the reliability of the systems, a reduction in costs and above all the total serenity of the Customer who, thanks to the provision of a "turnkey" service, is relieved of any worry.

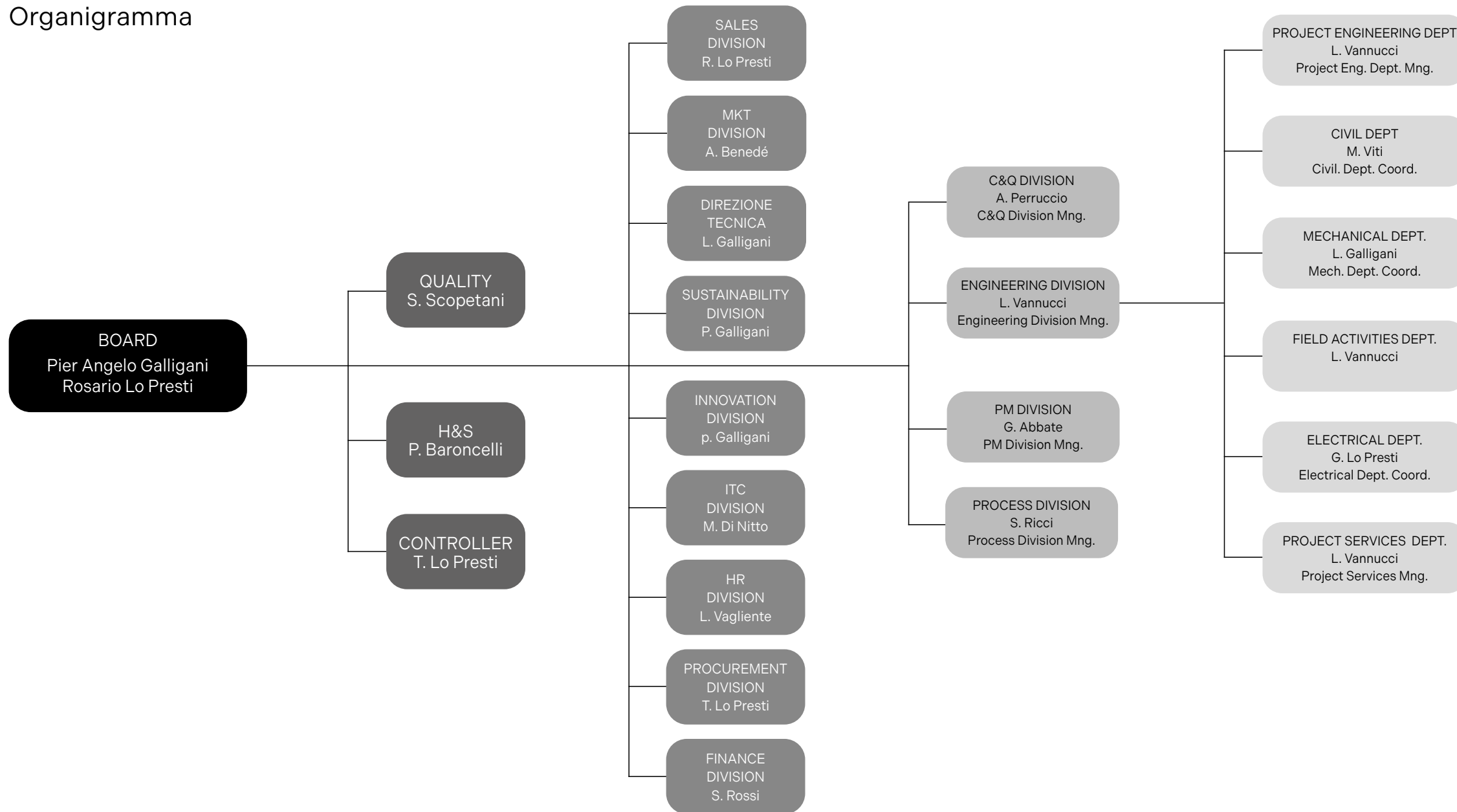


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Organigramma





Board of Directors

The current Administrative Body, appointed by the Shareholders' Meeting, is regulated according to the Statute and is made up of a Board of Directors made up of 2 members:

- Pier Angelo Galligani, President of the Board of Directors
- Rosario Lo Presti, Councillor

Consistent with regulatory requirements, the company has an impact manager, engineer Pier Angelo Galligani, who reports to the Board of Directors and is responsible for defining the strategies of the common benefit management plan, monitoring and reporting of its implementation, as well as the definition of the annual objectives in line with the objectives of the common benefit expressed in the statute, and the drafting of the impact report.

Techniconsult operates in a variety of continuously and rapidly evolving institutional, economic, political, social and cultural contexts. The companies of the group carry out their activities in compliance with the law, within a framework of fair competition, with honesty, integrity, correctness and good faith, respecting the legitimate interests of customers, employees, shareholders, commercial and financial partners and of the communities in which the company is present with its activities. Due to the complexity of the situations in which Techniconsult finds itself operating, it is important to clearly define the set of values that Techniconsult recognises, accepts and shares and the set of responsibilities that the Techniconsult Group assumes internally and externally.



For this reason, a uniform Group CODE OF ETHICS (hereinafter also Code) will be drawn up at the end of March 2024, the observance of which by Techniconsult and Tecma employees is of fundamental importance for the good functioning, reliability and corporate reputation, factors that constitute a decisive asset for the success of the company.

A SUPPLIER CODE OF CONDUCT is being developed to ensure that its suppliers adhere to high standards of safe working conditions, fair and respectful treatment of employees and ethical practices. With this in mind, the company is also preparing a POLICY for PURCHASES SUSTAINABLE, defining simple but important rules for the choice of

resources, products and services that are primarily oriented towards protecting the environment.

Techniconsult voluntarily adheres to MODEL 231 pursuant to Legislative Decree no. 231/2000 to provide for the set of rules, control measures and sanctioning systems implemented by the Group companies to prevent the commission of crimes (the so-called "predicate crimes") by subjects, natural persons, who, various capacities, operate in the name or on behalf of the same. The model will be finalized by May 2024 and approved by June 2024. Subsequently, the Supervisory Body (OdV) will be chosen and appointed to monitor the correct application of the model.



Risk management

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Risk management

Techniconsult has equipped itself with a risk management model in order to guarantee optimal identification, measurement, management and monitoring of corporate risks.

The Board, in coordination with the Quality department of the Techniconsult group, has carried out an assessment of the context and risks/opportunities for the year 2023. I believe it is of fundamental value to identify the risks associated with certain strategic and operational choices and make decisions on the methods through to deal with these risks. The company intends not to emphasize an extremely 'insurance' vision of risk but rather a more managerial vision to deal with risk proactively.

The mapping of company risks involves a careful evaluation of business processes, market positioning and the organizational model.

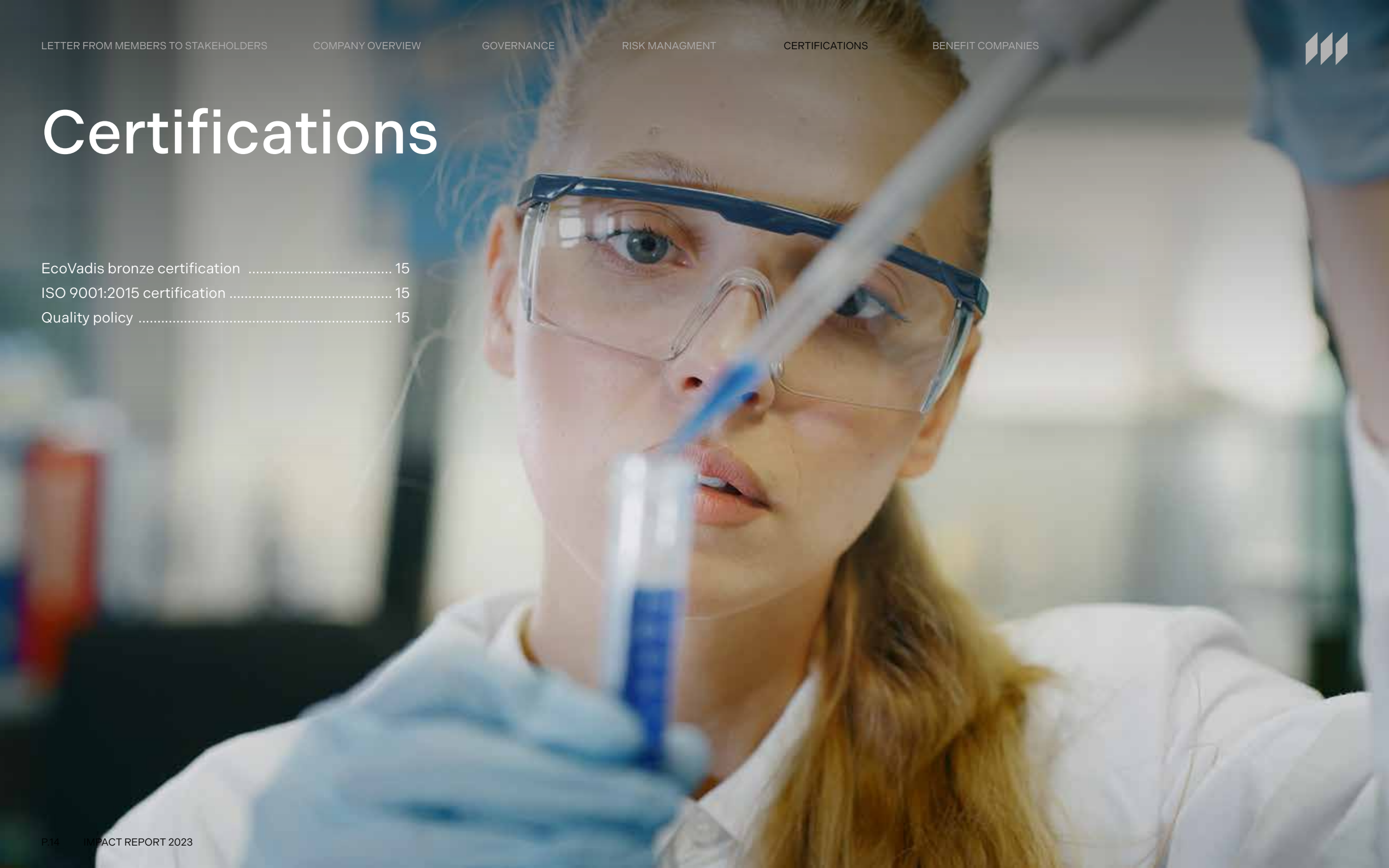
Furthermore, the company undertakes to determine the ESG risk factors by developing a holistic, broad and concrete vision of the impact that the various business processes can have on the ecosystem in which the business comes to life, with a preliminary analysis assessment of all issues potentially involved using risk verification and mitigation criteria.





Certifications

EcoVadis bronze certification	15
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Ecovadis Badge Committed

Techniconsult's adherence to the sustainability principles proposed by Ecovadis was reconfirmed, receiving the Committed badge.

The Ecovadis methodology covers three main assets: policies, actions, initiatives and KPIs and has the objective of evaluating the quality of the business management system in terms of Sustainability, understood as acting responsibly with attention to the environment and social. Ecovadis, in fact, through the four macro-areas of Environment, Work Practices and Human Rights, Ethics and Sustainable Purchasing, evaluates how companies manage their economic, social and environmental impacts and how they relate to internal and external stakeholders.



Quality System Certified ISO 9001:2015 – DNV certifier

On 24 August 2021, the management system certification issued by the DNV certification body is renewed for the following field of application: Design services, works management and coordination of construction activities for civil and industrial works; commissioning and validation of industrial plants, equipment and process systems (IAF 34). The certification will be renewed in the year 2024, when the renewal audit is expected.



Politica qualità

On 6 February 2023, Techniconsult Firenze Srl Società Benefit and Tecma Srl Unipersonale Società Benefit formalize in the document "Quality policy" is the set of actions and strategies developed by the organization to achieve quality objectives.





Benefit companies

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Framework of Benefit Companies and our statute, the purposes of common benefit as the statute

With the minutes of the Shareholders' Meeting of 19 December 2022, the statutory amendment for the conversion of Techniconsult Firenze Srl into a Benefit Company was unanimously approved. With the resolution, as integrated into its new social object, the desire to pursue objectives, in addition to economic profit, also with social purposes is made explicit, generating positive impacts on people, the community and the environment in which it operates.

In particular, the company intends to pursue as specific objectives of common benefit those of:

- Provide internal training plans on transversal subjects in order to promote professional development, stimulate their creativity and bring out their talents, so that they can contribute to finding solutions to the challenges of sustainable development, in full respect of human and workers' rights;
- Adopt motivational procedures for its collaborators, also monitoring employee satisfaction through formal feedback

processes;

- Give its employees and collaborators the opportunity to undertake career and growth paths within the company;
- Also promote, both internally and with customers and suppliers, a climate of mutual trust, in which it is natural to freely make one's talents, ideas and skills available for the benefit of the professional growth of colleagues/collaborators and for the progress of the company business.
- Provide for the possibility of annually implementing staff incentive plans, including through profit sharing or providing variable bonuses or benefits based on the profits made by the company, in compliance with the sector regulations in force at the time;
- Adopt business models with a strong ethical social impact, which encourage the involvement of employees and collaborators in policies, implementing targeted welfare actions;
- Guarantee a healthy and comfortable working environment, with efficient internal spaces, increasing the corporate well-being of collaborators and their inclusiveness;
- Strengthen digital transformation, also with a view to improving working conditions, encouraging smart working and

remote working, implementing highly innovative technological systems, which can reduce the ecological footprint due to travel and commuting;

- Use, within the scope of its social objectives and its activities, technological tools and solutions that favor the best use of resources, creating a lower impact on the environment, territories and communities;
- Implement, as well as propose to implement to its stakeholders, customers in particular, the use of solutions, products, machinery and systems that promote lower consumption of resources and energy efficiency, with limited impact on the environment, territories and communities;
- Collaborate and carry out the activity in synergy with stakeholders, such as organisations, foundations and suppliers, even those in economic difficulty, to contribute in a sustainable way to their development as well as encouraging the exchange of skills;
- Prioritize the supply of the activity with raw materials and semi-finished products from producers and suppliers who promote a fair and sustainable economy, which protects people and the environment, with a view to

energy efficiency; Incentivize suppliers to improve their social or environmental performance through contractual terms, pricing or other means;

- The administrative body and the shareholders of the company, where possible, are professionally committed to establishing and strengthening relationships in harmony with customers, suppliers and the community of the area in which they operate, whose protection and improvement they feel is an integral part of their mission. The company interacts in a fair and civil manner with competitors, suppliers, customers, civil society and the public administration. In defining the nature and quality of its products and services, the company undertakes not only to respect its contractual obligations, but also to evaluate the effects of the products themselves on the well-being of the people for whom they are intended;
- Implement ethical impact models – social in order to prevent all forms of corruption and crime and promote legality actions, also guaranteeing business transparency;
- Disseminate and promote sustainable projects or programs with a strong impact on the environment, territory and community.



What it means to be a Benefit Corporation

To be Society Benefits it means maintain there own vocation entrepreneurial and pursue objectives of common benefit in the socio-environmental context of reference, through the improvement of positive impacts or the reduction of negative ones.

The common benefit objectives are the “what” Techniconsult aims to achieve, what it aspires to in order to provide the maximum positive effect on the community and the environment.

Actions of common benefit, on the other hand, are the “how” our company wants to achieve its objectives and its ideas. How does it put into practice what it has codified in the statute. The pragmatic aspect of common benefit. The actions are planned and monitored during the exercise, in order to be able to be

reported at the end of each year.

The peculiarity of being a benefit company is to measure and communicate with transparency annually the results achieved, the progress and future commitments through the impact assessment which illustrates the value generated by the company towards society. These elements, explained in the report, are mandatory requirements with respect to law 28 December 2015, n. 208 which established Benefit Companies in Italy. The impact report that Benefit Corporations are required to draw up will be attached to the financial statements every year.



Purpose of common benefit: specific objectives 2024

Since the company converted into a Benefit Company at the end of 2022, the impact report contains a statement that highlights the areas of impact in relation to the common benefit objectives identified in the statute and the activities and objectives to be achieved during the course. 2023, to contribute to each specific purpose of common benefit.

The common benefit purposes set out in the statute and grouped into the various impact areas are:

Human resources impact area:

Provide internal training plans on transversal subjects in order to promote professional development, stimulate their creativity and bring out their talents, so that they can contribute to finding solutions to the challenges of sustainable development, in full respect of human and workers' rights. Adopt motivational procedures for your collaborators, also monitoring employee satisfaction through formal feedback processes. Give the opportunity to your employees e collaborators to undertake

career paths and growth within the company. Provide for the possibility of annually implementing staff incentive plans, including through profit sharing or providing variable bonuses or benefits based on the profits made by the company, in compliance with the sector regulations in force pro tempore. Guarantee a healthy and comfortable working environment, with efficient internal spaces, increasing the corporate well-being of collaborators and their inclusiveness. Strengthen digital transformation, also with a view to improving working conditions, encouraging smart working and remote working, implementing highly innovative technological systems, which can reduce the ecological footprint due to travel and commuting.

Area of impact continuous innovation towards the sustainability of processes, business models and corporate practices in order to minimize negative impacts on people, the biosphere and the territory:

Also promote, both internally and with customers and suppliers, a climate of mutual trust, in which it is natural to freely make one's talents, ideas and skills available for the benefit of the professional growth of colleagues/ collaborators and for progress of the company.

Adopt business models with a strong ethical social impact, which encourage the involvement of employees and collaborators in company policies, implementing targeted welfare actions. Strengthen digital transformation, also with the aim of improving working conditions, encouraging smart working and remote working, implementing highly innovative technological systems, which can reduce the ecological footprint due to travel and commuting. Implement ethical social impact models in order to prevent all forms of corruption and crime and promote legality actions, also guaranteeing corporate transparency.

Area of impact development of the local communities in which the company operates:

Supply the business with raw materials and semifinished products from suppliers who promote a fair and sustainable economy, which protects people and the environment, with a view to energy efficiency; Disseminate and promote sustainable projects or programs with a strong impact on the environment, territory and community.

Area of impact: Promote a conscious and sustainable way of conducting business activities also with collaborative and

participatory dialogue with stakeholders Use, within the scope of its social objectives and its activity, technological tools and solutions that favor the best use of resources, creating a lower impact on the environment, Implement, as well as propose to implement to its stakeholders, customers in particular, the use of design solutions and systems that promote lower consumption of resources and energy efficiency, with limited impact on the environment, Incentivize suppliers to improve their social or environmental performance; The administrative body and the shareholders of the company, where possible, are professionally committed to establishing and strengthening relationships in harmony with customers, suppliers and the community of the area in which they operate, whose protection and improvement they feel is an integral part of their mission.

The company interacts in a fair and civil manner with competitors, suppliers, customers, civil society and the public administration. In defining the nature and quality of its products and services, the company undertakes not only to respect its contractual obligations, but also to evaluate the effects of the products themselves on the well-being of the people for whom they are intended.



RESULT OF THE COMMON BENEFIT OBJECTIVES 2023. DEFINATION OF THE SPECIFIC COMMON BENEFIT OBJECTIVES 2024.

IMPACT AREA	PURPOSE OF COMMON BENEFIT	KEY ACTIONS	OBJECTIVE OUTCOME 2023	OBJECTIVE 2024
Workers	Welfare / Quality of work	The company offers training on soft skills	The company trained employees on leadership and English language skills.	Continue training on soft skills.
Workers	Welfare / Quality of work	The company will obtain the necessary information via a questionnaire distributed to employees.	The company distributed the questionnaire to employees obtaining a percentage greater than 50% on the quality of work and the environment.	Re-submit the questionnaire.
Workers	Welfare/ Economic well-being of workers	The company will offer scholarships to the children of its employees in specific agreements.	The company has adopted internal regulations shared with employees to reward the scholastic performance of employees' children.	Maintain the validity of the Regulation.
Workers	Welfare/ Economic well-being of workers	The company aims to reward employee performance through the measurement of KPI's.	The company has drawn up a regulation for rewarding performance through MBO.	Carry the initiative forward.
Lavoratori	Welfare / Quality of work	The company will regularly (at least once a year) carry out employee satisfaction and performance surveys.	The company carried out the survey for worker satisfaction, achieving a score above 50%.	Repeat the survey to evaluate the level of worker satisfaction in 2024.
Workers	Welfare / Quality of work	The company will sponsor and encourage participation in health and well-being activities during the working week (e.g. walking programs).	Unrealized activity.	Repurpose the activity for 2024 during the work week.
Workers	Welfare / Quality of work	The company will formalize working flexibility with a 30 minute gap from the established time	The company has adopted a policy of hourly flexibility.	Maintain the policy.
Governance	Welfare / Quality of work	The company incorporates specific formal training into the general training of new workers and managers; All supervisors and managers receive training on how to convey social and environmental objectives to workers and how to implement performance reportin mechanisms.	The action to be implemented for the training sector has been defined for 2023.	Specific training will be updated in 2024.



RESULT OF THE COMMON BENEFIT OBJECTIVES 2023. DEFINATION OF THE SPECIFIC COMMON BENEFIT OBJECTIVES 2024.

IMPACT AREA	PURPOSE OF COMMON BENEFIT	KEY ACTIONS	OBJECTIVE OUTCOME 2023	OBJECTIVE 2024
Governance	Welfare/ Economic well-being of workers	The company will integrate social and environmental performance into its decision-making process.	The company has adopted strategies aimed at increasing the well being of its employees (e.g. flexible working hours policy or scholarship regulations for employees' children), as well as planning the implementation of energy improvement and emissions reduction solutions for its offices (users with Green contracts, boiler replacement with reversible heat pump).	Monitoring the correct implementation of actions implemented or planned in the social and environmental fields. Implementation of new ESG activities.
Governance	Transparency / Fight against corruption	The company carries out actions for monitoring and reporting the anti-corruption program.	The objective is set for 2024 with a view to finalizing the 231 model.	In the context of monitoring compliance with model 231 and the code of ethics, the performance of internal audits by the SB on anti-corruption issues is evaluated.
Governance	Wellbeing at Work / Quality of work	The company will implement financial control mechanisms	The objective is set for 2024 with a view to finalizing the 231 model.	In the context of monitoring compliance with model 231 and the code of ethics, the performance of internal audits by the SB on the subject of conflicts of interest is evaluated.
Environment	Innovation / Improvement of energy efficiency	The company will adopt practices to promote the energy efficiency of company structures.	The policy for the rational use of energy in offices is being defined.	Continuous monitoring of the rational use of energy in offices.
Environment	Sustainability / Reduction of the environmental footprint	The company will implement water conservation methods in most corporate offices and facilities.	Following the monitoring, minimal water consumption was highlighted and the absence of losses justifying the replacement of existing systems.	Continuous monitoring of water consumption in offices and company facilities.
Environment	Sustainability / Reduction of the environmental footprint	The company monitors energy consumption and quantifies energy from low-impact renewable sources.	70% of the electricity purchased for the main office comes from certified renewable sources.	Continuous monitoring of greenhouse gas emissions and % reduction in energy consumption.
Environment	Sustainability / Energy efficiency and reduction of the environmental footprint	The company is committed to implementing efficiency and energy saving measures in most company facilities. Programmable ther most at for air conditioning, timer, presence sensors, walls protected from sunlight, double glazed windows for natural light, compact fluorescent lamps, presence sensors, intensity regulators, direct lighting (based on to the activity).	The document called "Environmental sustainability objectives 2024-2025" was drawn up and distributed which reports, in addition to the objectives set in terms of environmental sustainability, also the strategies designed to achieve the aforementioned.	Continuous monitoring of greenhouse gas emissions and % reduction in energy consumption.



RESULT OF THE COMMON BENEFIT OBJECTIVES 2023. DEFINATION OF THE SPECIFIC COMMON BENEFIT OBJECTIVES 2024.

IMPACT AREA	PURPOSE OF COMMON BENEFIT	KEY ACTIONS	OBJECTIVE OUTCOME 2023	OBJECTIVE 2024
Environment	Sustainability / Reduction of the environmental footprint	Establish a written policy that promotes the use of environmentally friendly products and practices in remote workers' virtual offices (recycling, etc.) with guidelines for sustainable practices for remote work.	The document called "Sustainability policy for remote working" has been drawn up and distributed.	Application of the "Remote Work Sustainability Policy".
Environment	Sustainability / Reduction of the environmental footprint	The company regularly monitors and records water consumption and also defines specific reduction objectives compared to previous situations (for example a 5% reduction in consumption compared to the reference year).	Following monitoring, minimal water consumption was highlighted. Therefore, also considering the exclusively domestic use of water in the various company premises, it is not considered necessary to implement any reduction measures.	The company continues to monitor water consumption.
Environment	Sustainability / Reduction of the environmental footprint	The company is committed to adopting an EPP (green preferable purchasing) policy for non-toxic office supplies and cleaning products.	The document called "Sustainable Purchasing Policy" has been drawn up and distributed.	The company continues its commitment to purchasing office supplies and sustainable products.
Environment	Sustainability / Energy efficiency	The company monitors consumption and has set absolute reduction objectives, independent of its growth.	The consumption relating to each energy carrier is monitored and recorded.	The document called "Environmental sustainability objectives 2024-2025" was drawn up and distributed, which reports the consumption reduction objectives for the years indicated.
Environment	Sustainability / Reduction of the environmental footprint	The company undertakes to implement programs or policies to reduce the ecological footprint due to workers' travel/commuting through economic incentives to use public transport, carpooling or cycling when commuting between home and work.	Measures were taken to raise staff awareness regarding the efficient use of company vehicles used for travel.	Drafting policies for optimizing the use of company means of transport and monitoring of vehicles by discipline heads and project managers.
Environment	Sustainability / Reduction of the environmental footprint	The company is committed to having an environmental management system (EMS) that covers waste production, energy consumption, water use and carbon dioxide emissions.	Following the monitoring carried out on water, energy consumption and greenhouse gas emissions and the consequent strategic planning, it was not deemed necessary to implement an environmental management system.	The objectives and strategies have been set in the document called "Environmental sustainability objectives 2024-2025".
Environment	Sustainability / Reduction of the environmental footprint	Sustainability policy statement documenting the company's commitment to the environment.	The document called "Sustainability Policy" was drawn up and distributed.	Application of the "Sustainability Policy".
Environment	Sustainability / Reduction of the environmental footprint	The company uses renewable energy.	From July 2023, all electricity purchased is produced exclusively from certified renewable sources and all greenhouse gas emissions resulting from the combustion of natural gas are offset.	The company continues to purchase energy from certified renewable sources.



Methodological note

There Note methodological and key of interpretation of the impact report.

This is the second impact report of Techniconsult Firenze Srl Benefit Company, we are required by law to report our activities to stakeholders, inform how we achieve our objectives of common benefit. The impact assessment is carried out with the international standard B Impact Assessment (BIA) of the nonprofit organization B Lab which allows the impact of society to be measured through a number on a scale of values from 0-200 points.

This tool allows you to quantitatively and rigorously evaluate the social and environmental impact generated by the company. The BIA is carried out via an online platform in which a company is asked to provide qualitative and quantitative information through a specific questionnaire. The questions return an overall score on a scale ranging from 0 to 200. Once the analysis is completed, companies that have exceeded 80 points can choose to obtain certification (B-CORP). This threshold represents the

breakeven point between what the company takes from society and the environment compared to what it returns, moving from a purely extractive model to a regenerative one. The BIA standard corresponds to the characteristics envisaged in Annex 4 and to the contents and areas of analysis defined in Annex 5, paragraph 378, art. 1, Law no. 208/2015, namely:

1) Corporate governance: identifying the degree of transparency and responsibility

of the Company in the pursuit of objectives of common benefit, with particular attention to the purpose of the Company, the level of involvement of stakeholders, the degree of transparency of the policies and practices adopted by the Company;

2) Workers: analyzing relationships with employees and collaborators in terms of wages and benefits, training and personal growth opportunities, quality of the working environment, communication internal, flexibility and safety at work;

3) Other stakeholders: identifying the relationships between the Company and its suppliers, the territory and local communities in which it operates, voluntary actions, donations, cultural and social activities and any support action for local and community development own supply chain;

4) Environment: identifying the impacts of society, with a life cycle perspective of products and services, both in terms of use of resources, energy, raw materials, production processes, logistics and distribution processes, use and consumption and end of life.

The B Score immediately allows us to understand what the Company's "strengths" are and which areas could be subject to improvement. The reporting period to which this document refers begins on 01 January 2023 and ends on 31 December 2023.



Impact Report 2023

Techniconsult Firenze Srl Società Benefit
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Thank you.

